

Salary Proposal for 2018-2019 and 2019-2020.

1. Across the Board Increase. Effective August 23, 2019 (distributed on pay date 9/13/2019), for the 2018-2019 year, each eligible employee shall receive a two percent (2%) increase to the employee's base salary. This increase shall be calculated using the employee's salary as of August 23, 2019. An employee shall be eligible if the employee's most recent annual evaluation, if provided, was Satisfactory or above; the employee was in an employment relationship (not OPS) with the University prior to January 11, 2019; and the employee remains in a continual employment relationship at the date of implementation. Employees employed in 2017-2018 that meet the above qualifications and were not evaluated shall be provided with an evaluation for the period and shall be eligible for the increase.
2. One-time payment. In addition to the across-the-board increases taking effect on August 23, 2019, all employees eligible for that increase shall receive a one-time payment of \$2,250 on pay date September 13, 2019.
3. Across the Board Increase (Contingent on Receipt of Legislative Funding). Effective September 20, 2019 (distributed on pay date 10/11/2019), for the 2019-2020 year, each eligible employee shall receive a two and one-half percent (2.5%) increase to the employee's base salary. This increase shall be calculated using the employee's salary as of September 20, 2019. An employee shall be eligible if the employee's most recent annual evaluation, if provided, was Satisfactory or above; the employee was in an employment relationship (not OPS) with the University prior to May 7, 2019; and the employee remains in a continual employment relationship at the date of implementation. Employees employed in 2018-2019 that meet the above qualifications and were not evaluated shall be provided with an evaluation for the period and shall be eligible for the increase. Any increases to an employee's base salary for 2019-2020 shall be contingent upon the University's receiving sufficient new recurring legislative or performance funding to fund the salary increase for the 2019-2020 budget year. For base increases, the annual funding must be from new recurring funds able to be expended on faculty salaries in excess of the prior year's base funding. If insufficient funding is received, this section [Article 23.3] shall become void and re-opened for negotiations by the parties.